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C O N F I D E N T I A L 081321Z AUG 83 STAFF

CITE FBIS/PANAMA CITY 70614

TO: PRIORITY FBIS.

RYBAT

SUBJECT: FBN COMPENSATION PLAN

REF: FBIS 15666

25X1

25X1

1. DIRECTOR OF PANAMA AREA PERSONNEL BOARD CONFIRMS HQ ASSUMPTION THAT TREATY PROVISIONS DO NOT PRECLUDE APPLICATION OF NEW FBN COMPENSATION PLAN TO ALL BUREAU EMPLOYEES -- POST-TREATY HIRES CURRENTLY ON THE PANAMA AREA (LN) SCALE AS WELL AS PRE-TREATY EMPLOYEES CURRENTLY ON THE CANAL AREA (NM) SCALE.

2. BEFORE PERSONNEL ACTIONS NOTED IN REF ARE CUT, HOWEVER, STRONGLY SUGGEST FOLLOWING CHANGES AND CORRECTIONS WHICH SHOULD SAVE US A LITTLE GRIEF DOWN THE LINE:

A. TRANSFER EMPLOYEES

25X1  
25X1

TO FBN SCALE AT GRADE 6/1  
INSTEAD OF 7/1. THESE ARE ALL RELATIVELY NEW EMPLOYEES, STILL IN THE TRAINEE PHASE OF THEIR CAREERS. CONVERTING THEM TO THE 7 LEVEL AT THIS TIME WOULD BE LIKE PROMOTING THEM PREMATURELY. IT WOULD PLACE THEM AT THE SAME GRADE AND SALARY AS MONITORS WHO HAVE ALREADY GRADUATED FROM THE TRAINING PROGRAM AND ARE WORKING ON THEIR OWN.

THIS BUREAU HAS TRADITIONALLY HIRED MONITORS AT THE 6 LEVEL. ALTHOUGH COMPENSATION AT THIS LEVEL MAY EVENTUALLY BECOME UNCOMPETITIVE, IT IS NOT AT THIS TIME. WE STRONGLY PREFER TO CONTINUE THIS PRACTICE. IT NOT ONLY PROVIDES THAT MUCH MORE HEADROOM FOR OUR MONITORIAL STAFF, BUT TO CHANGE IT UNNECESSARILY AT THIS TIME WOULD ONLY ADD TO THE ADVERSE IMPACT ON MORALE THAT IS CERTAIN TO COME WHEN THE NEW COMPENSATION PLAN IS MADE KNOWN.

NECESSARY. NO TRANSFER

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C. CONCUR IN TRANSFER OF [REDACTED]

[REDACTED] TO FBN 7/2. THEY WERE RECENTLY PROMOTED TO LN 10/1.

D. ALSO CONCUR IN TRANSFER OF [REDACTED] TO  
FBN 1/1.

25X1  
25X1  
25X1

3. FINALLY, I CANNOT LET THIS GO WITHOUT REGISTERING VERY STRENUOUSLY MY DISAPPOINTMENT AND DISPLEASURE (THAT'S THE NICEST WAY I CAN PHRASE IT) AT THE TOTAL LACK OF COMMUNICATION FROM HQ REGARDING THIS CHANGE. I THINK YOU WILL FIND FROM READING MY MESSAGES THAT IT WAS CLEARLY MY BELIEF THAT THE NEW FBN SCALE WOULD BE APPLIED HERE ONLY RPT ONLY TO POST-TREATY EMPLOYEES. MOREOVER, IN ALL OF MY DISCUSSIONS WITH [REDACTED] AND OTHERS DURING THE BUREAU CHIEFS CONFERENCE, THIS ASSUMPTION WAS NEVER CONTRADICTED OR CHALLENGED. APPLICATION ONLY TO POST-TREATY EMPLOYEES WOULD HAVE EFFECT OF CORRECTING A SERIOUS COMPENSATION INEQUITY CREATED WHEN THE PCC BOARD CHANGED THE LN SCALE FROM LN-9 UP, TO PARRALLEL THE OLD NM SCALE. AT THE SAME TIME IT WOULD BRING THE TWO BASIC PAY SCALES ON WHICH THE BUREAU OPERATED MORE OR LESS INTO SYNC WITH EACH OTHER. IN THIS WAY THE NEW FBN SCALE COULD BE PAINLESSLY PHASED IN. NEW PERSONNEL JOINING WOULD BE AWARE FROM THE BEGINNING OF THEIR PROSPECTIVE CAREER PROGRESSION AND LIMITATIONS. PERSONNEL ON THE OLD NM SCALE WOULD NOT BE AFFECTED, AND WHILE THEY CERTAINLY WOULD BE AWARE THAT PROMOTION BEYOND ALREADY WELL-ESTABLISHED GRADE LEVELS PROBABLY WOULD NOT BE POSSIBLE, THEY WOULD STILL HAVE SOME HOPE. PLACING THEM NEEDLESSLY ON THE FBN SCALE AT THIS TIME TOTALLY DASHES THIS HOPE AND GIVES THEM ABSOLUTELY NOTHING TO LOOK FORWARD TO. THE ADVERSE AFFECT ON MORALE WILL BE PARTICULARLY ACUTE IN THE TECHNICAL SECTION WHERE THE CURRENT SUPERVISOR IS AN NM-11 AND THE TECHNICIANS ARE ALL NM-9'S.

25X1

4. MY POINT, IN CASE IT'S BEEN LOST IN THE PRECEDING RHETORIC, IS: A) I FAIL TO SEE WHY HQ CHOOSES TO APPLY THE NEW SCALE TO ALL BUREAU EMPLOYEES AT THIS TIME, INSTEAD OF PHASING IT IN AS NEW EMPLOYEES ARE HIRED, WHEN THIS IS SEEMINGLY UNNECESSARY AND WHEN THE END RESULT IS SO OBVIOUSLY NEGATIVE; AND, B) I'M BEWILDERED BY THE OBVIOUS LACK OF COMMUNICATION. EITHER NO ONE IS READING MY MESSAGES AND CORRESPONDENCE ON THIS (NOT TO MENTION THE POINTS MADE IN LENGTHY DISCUSSIONS IN HQ IN APRIL) OR THEY CHOSE TO IGNORE THEM.

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5. PLEASE ADVISE RE FRAF 2. DECL OADR CONFIDENTIAL  
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